

# COMMONWEALTH COMMUNIQUE

Issue No. 02-03

The Personnel Cabinet publishes this newsletter for state government employees.

July 2002

## Governor's Address to Employees on Spending Plan and Advisory Council Issues

My fellow state employees,

I would like to begin by thanking each and every one of you for the hard work and commitment you have brought to the task of serving the citizens of the Commonwealth. As each of you know, we are facing an unprecedented fiscal situation due to an impasse in the General Assembly which resulted in both a regular session and special session adjourning without passage of the biennial budget.

This situation is very unfortunate because the impasse was not created by differences in where and how the majority of state funds should be spent. This impasse was created by philosophical political differences regarding campaign finance reform. Differing political views are a natural and healthy part of our democratic system, but they should

remain separate from the day-to-day fiscal responsibilities. We have to ensure that the services of state government are provided to our citizens in an efficient manner.

What is particularly ironic about our current budget crises is that, unlike the majority of other states, Kentucky has used good fiscal management to develop a budget that avoids cuts in

essential state services, includes raises for state employees, and continues funding for key priorities like postsecondary education.

As Governor, it is my responsibility to you and all Kentuckians to deliver important state services, with or without a budget. In addition, I have a responsibility to all state employees to protect their fiscal well-being and to provide them with a work environment that enables them to perform their jobs at the highest level.

Therefore, I have used my authority as governor to issue an Executive Order for a spending plan that will ensure governmental services will not be suspended during this impasse.

This spending plan includes a 2.7% employee salary increase for state employees and is essentially the same budget proposal that was passed by both the House and Senate during the special session of the legislature.

State employees in many of our neighboring states are not as fortunate. The economic recession the country experienced last year has left the majority of all state budgets in dire circumstances. Tennessee and Georgia will not be able to provide their state employees with any salary increases. Ohio, West Virginia and Virginia have all implemented salary programs that are below Kentucky's.

Additionally, of the 39 states with budget deficits in FY '02, 12 states have had to lay off state employees in order to balance their budgets. In every year of my administration, we have been able to fund a 5% increment. But in the current economic climate, the 2.7% increment was the level

### Inside

Personnel Message	2
State Fair News	4
Home Ownership Help	5
Vacation Planning Help	6-7
Sex Offender Alert Line	8
Retirement Planning	9
Employee/Agency Honors	10-15
Higher Education Aid	16-17
Educational Opportunities	18-20
GSC News	21-24
More Educational Info	25-28
Celebrate Cancer Survivors	29
Cash for Suggestions	30
Cabinet Comments	31
Employee Evaluation Update	32

(Continued on page 3.)

# Personnel Secretary's Message

By Secretary Carol M. Palmore, Personnel Cabinet



Over the past six years, there has been a dramatic change in government that many have barely noticed. That change was brought about by Governor Patton's commitment to "open the doors of opportunity" wider to both women and minorities. It has resulted not only in minorities accounting for a larger percentage of the workforce, but in a number of "firsts" in terms of specific positions being held by women and minorities.

It is the Governor's belief that once barriers faced by women and minorities are broken they can never again be reestablished. The following is a brief overview of some of these dramatic changes.

Women now comprise one-half of the Governor's Executive Cabinet. In December 1995, the Governor appointed the first woman to the position of Secretary of the Governor's Executive Cabinet since that office was created during the Ford Administration. When that woman left state government, Governor Patton appointed a second female, Crit Luallen, to that position, a position she continues to hold today.

When Governor Patton was sworn into office in December of 1995, minorities accounted for approximately 7.09% of employees in the Executive Branch in nine employment categories. In December of 2001, this had increased to 7.82%.

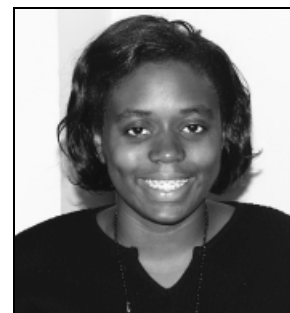
Under the leadership of Governor Patton, Kentucky state government has exceeded its goal for minority hiring for the past six reporting periods. Prior to this, the Commonwealth had never met this goal more than once during an administration, much less six straight times.

Governor Patton appointed a woman to the position of State Highway District Engineer for the first time in the history of the Commonwealth.

In his first two years in office, Governor Patton appointed more women to judgeships than the combined total of appointments of the three governors who preceded him. Since that time, he has also appointed the first African-American woman to a Circuit Judgeship.

Governor Patton is the first governor to elevate the issue of minority hiring to the level of creating the Office of Minority Affairs within the Office of the Governor. Many of you know the Executive Director of this Office, Leonard Gray, who for many years represented part of Louisville in the State House of Representatives.

For the first time, the Governor appointed an African-American as his Commissioner of Insurance, one of the most powerful regulatory



(Continued on page 3.)

# Governor Patton's Message (Continued from page 1.)

we could afford and still make the initial investments we need in education.

Our administration clearly understands that employees are state government's greatest resource, and has been committed to improving the state government workplace since the first term began in 1995.

On May 18, 2001, I created by Executive Order the Governor's Employee Advisory Council (GEAC) to discuss, advise and recommend to me ways to improve employee work conditions and employer/employee relations in the Commonwealth. As I have said many times in the past, too many state employees have no voice in Frankfort. Creating the GEAC gives a voice to state employees.

Eligible classified (merit) employees may voluntarily elect to pay dues, but dues and service fees are **not mandatory**. The Executive Order clearly states that no employee of the merit system shall be required, coerced, or unduly influenced in any manner to join an employee organization. Membership dues are strictly voluntary, and classified employees have the right, freely and without fear of penalty or reprisal, to join and assist any lawful employee

organization. To date, six employee categories have elected employee organizations to represent them on the GEAC. These representatives were elected by a majority of the classified employees that voted in the six categories.

The GEAC is in the final stages of negotiations to develop a *Master Agreement to Implement the Executive Order*.

For the first time in Kentucky's history, I will be able to sit at the table with employee organizations that were elected voluntarily by state employees and work together to improve their benefits and working conditions.

In closing, I would like to thank each of you for your continued hard work. I believe that if we work together in a manner that includes open and straight-forward communications, we can improve the quality of life for all state government employees.

Sincerely,

Governor Paul E. Patton

## Personnel Secretary

(Continued from page 2.)

positions in state government. That appointee, George Nichols, went on to become the first African-American to be elected the national president of the Association of State Insurance Commissioners. Unfortunately for state government, but fortunately for George, he was subsequently lured to the private sector by one of the nation's premier insurance providers.

Ishmon Burks was appointed as this state's first African-American state police commissioner by Governor Patton. After the untimely death of Secretary of Justice Robert F. Stephens, Governor Patton appointed Commissioner Burks to the position of Secretary of the Justice Cabinet.

Governor Patton was the first governor to appoint a female state trooper to head a State Police Post.

Governor Patton is the first governor to appoint two African-Americans to the University of Kentucky Board of Trustees. In fact, he has appointed more African-

Americans to University Boards of Regents than any governor in history.

Governor Patton often says, "We, as a state, will never reach our full potential until every citizen has the opportunity to reach his or her full potential."

The difference between Governor Patton and so many others is that he does more than talk. He takes action. The type of appointments mentioned above do not "just happen." They are a result of a commitment on the part of the Governor to provide people the opportunity to reach their full potential and to make state government reflective of the Commonwealth's diverse population.

As Secretary of Personnel, I see these appointments and know first hand what this governor has done. I wanted you to have the opportunity to see what he has done also, because he is making history, and it is the kind of history of which we can all be proud.



## August in Kentucky Means Party Time!

By Dan Smalldone, Kentucky Fair and Exposition Center

What better way to end your summer with a bang than a fun-filled day at the Kentucky State Fair?

This Aug. 15-25, visitors eager to experience the Bluegrass State's biggest party will find an abundance of music, rides, games, exhibits, shows, animals, and contests – and let's not forget all that great food – just waiting to be enjoyed. Held at the Kentucky Fair & Exposition Center in Louisville, this statewide celebration actually has so many family-friendly activities lined up that your most difficult decision may be where to begin!

Be sure to take advantage of the Fair's Advance Discount Admission available at all Kroger locations throughout Kentucky until August 14. Discounted tickets are \$5 for adults; seniors and children are \$2. Tickets purchased at the gate are \$7 for adults; \$3 for seniors and children. Parking is \$3 per vehicle, and the gates open at 7:00 a.m. daily.

For more information, or to plan ahead before making your trip to the Fair this year, visit [www.kystatefair.org](http://www.kystatefair.org) for entertainment schedules, concert information and more!

## An Environmental Journey at Fair

By Alice Timberlake, Kentucky Fair and Exposition Center

During the 2002 Kentucky State Fair, Aug. 15-25, fair visitors are invited to continue the environmental journey that began with *2001: A Water Odyssey*. This year's exhibit will explore Kentucky's land resources in *This Land Is Our Land...2002: A Land Odyssey*.

*This Land Is Our Land* will foster an appreciation for our land and a desire to preserve it for generations to come. Interactive maps and models, entertaining shows and demonstrations, and living landscapes will enhance the experience. A photo exhibit will also be included.

Educators are invited to make *This Land Is Our Land...2002: A Land Odyssey*, and other educational offerings at the Kentucky State Fair, the first field trip of the year. Self-guided tours based on grade-specific handouts are available in advance of the fair visit.

Several other exciting student opportunities for service learning, class/group projects, and art and essay entries are available. For further exhibit information and educational activities, go online to [www.kystatefair.org](http://www.kystatefair.org).

## Free Searches for Scholarships

Conduct a free search for scholarships and other assistance for postsecondary students while at the 2002 State Fair.

Visit the Kentucky Higher Education Assistance Authority (KHEAA) Higher Education Learning and Planning (HELP) Center.

The HELP Center is a 30-foot motor vehicle equipped with computers with free scholarship search and career assessment software. It will be parked in the East Wing of the Kentucky State Fair and Exposition Center.

KHEAA staff will be on hand to help with the searches and assessments and to answer questions about how to pay for higher education.

Those who will not be attending the fair may do a free scholarship search by accessing KHEAA's Web site at [www.kheaa.com](http://www.kheaa.com). They may also request a free scholarship search or career assessment by e-mail at [rwaldner@kheaa.com](mailto:rwaldner@kheaa.com).

(Note: For more information on KHEAA, see pages 16 and 17 of this issue of Commonwealth Communiqué.)



# Want to Own a Home? KHC Class Is for You

By Karri Sandino, Kentucky Housing Corporation

Do you want to own a home? Feeling hesitant or overwhelmed by the process? This class is for you.

In the early 1990s, Kevin Dunlap, director of housing for the Louisville Urban League, became a volunteer instructor with Kentucky Housing Corporation's newly created homeownership education program. Dunlap was one of the first volunteer professionals to help teach the *Yes You Can ... Own A Home* class.

Dunlap recalled one student whose story offered inspiration for his teaching. She had received public assistance most of her life, and shortly after establishing her new life with a job, she learned about the *Yes You Can* classes.

"She was excited about the prospect of owning her own home, and talked about how she wished she had learned about the program sooner," said Dunlap. "The class offers great motivation for students because they soon learn they can become homeowners, after they start out believing they cannot. *Yes You Can* opens up a new avenue to homeownership."

Mae Crawford manages the homeownership education and counseling programs at Kentucky Housing Corporation. She reports that, on average, more than 850 people complete *Yes You Can* each year. Over the past four and a half years, more than 3,700 people have prepared themselves for homeownership in the class.

Unique to the *Yes You Can* program, which received an award for program excellence from the National Council of State Housing Agencies, is that it is a community-driven volunteer program. Classes are typically sponsored jointly by KHC and a local bank, along with area housing industry professionals (real estate agents, mortgage lenders, etc.) who voluntarily teach the class. The program promotes homeownership within their community and helps prospective home buyers learn the process.

*Yes You Can ... Own a Home* is a step-by-step course divided into three major sections.

The mortgage loan process is the first section. In this section, you will walk through the process of applying for a home loan. You'll learn who offers home financing, how to complete a loan application and how much you can afford to spend on a house.

The next section includes a look at finding the right house, as well as budgeting and credit information. You'll review a few tips for finding a house and how a real estate agency can help. You will learn the importance of good money management and obtain a copy of your credit report, which will give you a picture of your credit history.

The final section of the class covers loan closing, foreclosure prevention and basic home maintenance, as well as how to avoid predatory lending. You will learn about the forms required at the closing of the loan, the advantages of homeownership and the importance of making your mortgage payment on time. You'll also participate in a discussion on basic home maintenance and learn tips about how to care for your home through each season.

For information about attending or helping teach a class, contact Crawford at (502) 564-7630, extension 324, or by e-mail at [mcrawford@kyhousing.org](mailto:mcrawford@kyhousing.org).

## KHC Housing Purchase Price Increases

There's very good news for potential home buyers in the Commonwealth. With the recent approval of increased purchase price and income guidelines, Kentucky Housing Corporation will be able to serve many more Kentuckians who would like to purchase a home.

The increased income guidelines differ from county to county, while the purchase price has been increased to \$144,000 statewide.

Current income guidelines, purchase price limits and mortgage interest rates can be found online at [www.kyhousing.org](http://www.kyhousing.org) by clicking on "home buyer" in the drop down box of interest groups. This site also offers basic information about all of KHC's homeownership programs, how to use the programs, a mortgage calculator and a list of KHC's participating lenders, through whom home buyers must apply for a mortgage loan.

For more information on KHC loans, call Ann McCarthy at (800) 633-8896, extension 291 (564-7630 in Frankfort), or e-mail [amccarthy@kyhousing.org](mailto:amccarthy@kyhousing.org). KHC can help you determine if you qualify or are ready for a loan, as well as assist you in completing a loan application.

# Fair Housing Awareness

By Victoria Dempsey, Commission on Human Rights

Gov. Paul E. Patton recently took measures to ensure Kentuckians have access to housing, free from discrimination.

Accompanied by officials of the Kentucky Commission on Human Rights (KCHR), Kentucky Housing Corporation, and Housing and Urban Development (HUD), Gov. Patton proclaimed April 2002 Fair Housing Month in Kentucky.

Throughout April, groups in Kentucky worked toward public awareness of the right to fair housing with special events and educational presentations. The effort highlighted how the Kentucky Civil Rights Fair Housing provisions and the U. S. Fair Housing Act prohibit discrimination on the basis of race, color, national origin, sex, familial status (families with children under 18 and pregnant women), religion and disability. The law encourages fair housing for all people.

“Fair Housing laws protect one of our most fundamental civil rights,” Gov. Patton said.

The Fair Housing Act, established by Congress in 1968, prohibits discrimination in the finance, rent and sell, advertisement or availability of any dwelling.

“Gov. Patton’s proclamation is symbolic of our commitment to fair housing in Kentucky,” said Beverly Watts, Kentucky Commission on Human Rights executive director. “Our purpose is to make sure all people have access to decent, affordable housing, and we take this responsibility very seriously.”

KCHR is the state agency created to enforce and protect people’s civil rights, including those rights that guarantee fair housing. The Commission partnered with other human and civil rights organizations to raise public awareness about fair housing throughout April.

KCHR Housing Supervisor Cynthia Thornburg appeared throughout Kentucky to talk about everyone’s right to fair housing.

“Housing discrimination claims have increased during the last year,” Ms. Thornburg said. “Educating the public through initiatives like Fair Housing Month is very important.”

# Vacation Planning

By Jane Minder, Kentucky Department of Libraries and Archives

It’s summer! That means vacations, and that means travel. Are you planning a trip across the state, across the country, or across the world? Well, start your planning at the State Library. From the latest travel guides to videos that will take you where you are going before you ever get there, you’ll find something to make the trip more relaxing and enjoyable. Listed below is just a sample.

*Country Roads of Kentucky: Drives, Day Trips, and Weekend Excursions.* Rodgers, Mary Augusta. K 917.69 Rodg

*Kentucky State Parks: A Complete Outdoor Recreation Guide for Campers, Boaters, Anglers, Hikers, and Outdoor Lovers.* Bailey, Bill. K 917.69 Bail

*Romantic Kentucky: More than 300 Things to Do for Southern Lovers.* Sutton, Laura E. & Salisbury, Leila W. K 917.69 Sali

*Ride With Me Kentucky: I-75 South* [Audiobook]. Durell, John H. SR 917.69 Durr

*Touring America’s Historic Inns* [Video]. VC 3470

*Fodor’s Florida 2002.* 917.59 Fodo

*Exploring Our National Parks and Monuments.* Butcher, Devereux. 917.304927

*Rick Steves’ Europe* [Videorecording]. VC 8080 - 8085

*Under the Tuscan Sun: At Home in Italy* [Audiobook]. Mayes, Frances. SR 914.55 Maye

To find other sources for your summer travel needs, check out the State Library’s online catalog at <http://kdla.kyvl.org>.

Materials of the State Library are available directly to all state employees. The State Library will send books, videotapes and audiobooks through messenger mail for Frankfort-based employees, and through the regular mail for employees in field offices statewide. To request direct delivery, call 502-564-8300, ext. 342, or 800-928-7000, ext. 342. You can also use *Ask a Librarian* e-mail service at <http://www.kdla.net/statelib/Asklib.htm>.

# Education; Summer Fun: Fish & Wildlife

By Dave Baker, Department of Fish and Wildlife Resources

More than 200,000 people learn about wildlife, fishing, water safety and hunter safety each year through education programs sponsored by the Kentucky Department of Fish and Wildlife Resources.

The programs include summer camps, where, in addition to learning an appreciation for the outdoors, kids learn about water safety, fishing and hunter safety.

The department is also excited about a new Web site that will bring the department's education outreach programs to millions on the Internet. The site is currently being developed, but a preliminary version will be available to visitors to the Kentucky State Fair, Aug. 15-25.

The new site is called AWAKE, or All Wild About Kentucky's Environment. The ambitious project is a virtual encyclopedia of Kentucky's plants, animals, fish, birds, insects and other species. Kentucky Fish and Wildlife Commissioner Tom Bennett first proposed the idea as a way to reach all of the state's students.

"This Web site will be unique because it will be dedicated to Kentucky-specific critters and plants," said Jay Webb, assistant director of education for the Kentucky Department of Fish and Wildlife Resources.

The project is a joint venture by Fish and Wildlife, the University of Kentucky Cooperative Extension Service, the Tracy Farmer Center for the Environment and the Kentucky Department of Education.

Thanks to a specially produced compact disc, visitors to the Kentucky Fish and Wildlife booth at the State Fair will be able to use a computer to sample the program. Webb said the initial version of the encyclopedia should be ready for the Internet by the end of the year.

With just a click, Internet visitors will learn about a creature's habitat, where the species is found, what it eats, how it looks and its role in the ecosystem. A glossary section will explain the biological terms used.

One section of the Web site will include posters painted by Kentucky Fish and Wildlife artist Rick Hill. Visitors will be able to learn all about a certain species just by clicking the image. A links page will allow everyone to easily find other related sites on the Internet.

Swimming lessons are among the activities at summer camps sponsored by Fish and Wildlife.



There will also be an interactive section, "Wild About Writing," which will allow students to write about their outdoor experiences and publish their stories on the Internet.

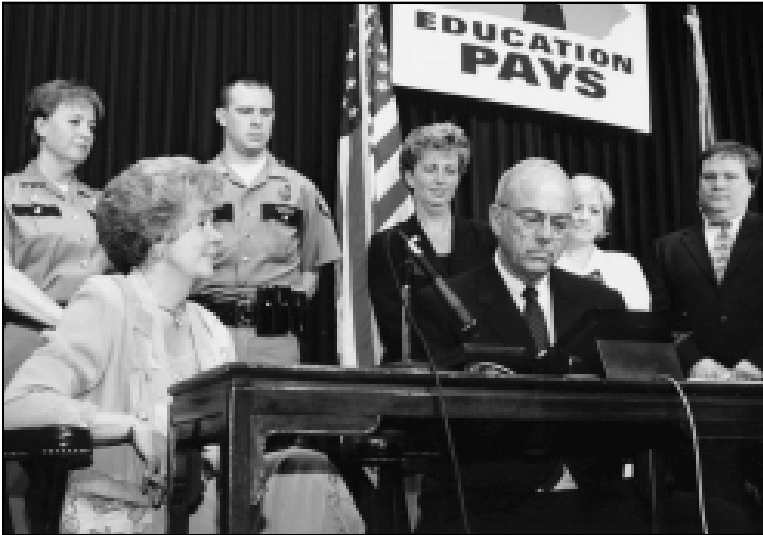
Other pages under consideration include an "Ask the Experts" section for readers' questions, and a discussion forum with scheduled on-line appearances by a biologist.

The AWAKE site is just the latest education program about the outdoors. Other programs currently available include:

- ◆ The Dr. James C. Salato Wildlife Education Center, three miles west of Frankfort off U.S. 60.
- ◆ Conservation education programs in the schools. Wildlife and fisheries biologists also lead discussions in schools upon request.
- ◆ Aquatic education. A special "Hooked on Fishing, Not Drugs" program is taught in cooperation with police agencies.
- ◆ Officers in the schools. Wildlife and boating officers visit middle and high schools to discuss imperiled species and habitat needs with students.
- ◆ Hunter education. Hunters born after Jan. 1, 1975, must earn their hunter safety certification. Approximately 17,000 people receive their certification each year. Videotapes and computer CDs are available for those unable to attend the six-hour class.

For more information on Fish and Wildlife programs, call 1-800-858-1549, or (502) 564-7863.

# New Sex Offender Alert Line Designed to Increase Public Awareness



Left, Gov. and Mrs. Paul Patton helped launch the Kentucky Sex Offender Alert Line by calling to register for the new service, which provides up-to-date, real time information regarding the release of registered sex offenders into local communities.

The alert line is 1-866-564-5652.

Gov. and Mrs. Paul Patton recently announced a new program that will help parents throughout the state protect their children as well as provide adults with vital information regarding convicted sexual offenders: the Kentucky Sex Offender Alert Line.

Sponsored by the Kentucky State Police in cooperation with the Department of Corrections and the Governor's Office for Child Abuse and Domestic Violence Services, the program provides up-to-date, real-time information regarding the release of registered sex offenders into local communities.

To use the alert line, dial 1-866-564-5652, a toll-free number available 24 hours a day. Provide your telephone number and up to three zip codes.

When the Kentucky State Police receives notice that a registered sex offender is moving into a zip code area that you entered, you will receive a notification call which will direct you to the Kentucky State Police Sex Offender Registry at <http://kspsor.state.ky.us> for more information.

The calls will be attempted every two hours for a 24-hour period beginning at 7 a.m. and ending at 9 p.m. Calls will not be made between the hours of 3 p.m. to 5 p.m. to prevent children from receiving the call. The notification is capable of being left on a telephone answering machine.

"When we try to protect our children and our communities, ignorance is our enemy," said Gov. Patton in announcing the program. "The Sex Offender Alert Line is a weapon against ignorance. In my judgement, it provides the first meaningful community notification program in our state."

First Lady Judi Patton also emphasized the importance of the program, noting that many convicted sex offenders do repeat their crimes. "When we in public service talk about getting tough on crime, there is no group of offenders we mean more than sexual offenders," she said.

The alert line is an easy way for parents, school personnel, day care workers, and any citizen to have an impact on crime.

"All citizens of the Commonwealth are encouraged to register for this service," said Col. Linda Mayberry, deputy commissioner of the Kentucky State Police. "Be safe. Be informed."

Mayberry added that free Internet access is available at all public libraries, so citizens do not have to own a computer to register for and use the Sex Offender Alert Line.

"The Kentucky State Police are providing vital information that just may save a child from being harmed," said Gov. Patton. "All you have to do is make one telephone call. It may be the most important telephone call you ever make."



# KEAP Informed: Working for Retirement

By Trina Jennings, Kentucky Employee Assistance Program (KEAP)

It's ironic how much you need to work to retire. You're required to make decisions, plan and act. Sounds like work, huh? A little work now, though, could save you from having to work through your retirement. Wouldn't you like to retire with peace of mind and security knowing that you are well prepared for what's ahead?

Consider this:

- ◆ Less than half of Americans have put aside money specifically for retirement.
- ◆ The average American spends 18 years in retirement.
- ◆ Today, half of Americans guess when determining their retirement needs. \*

Once you recognize the importance of retirement planning, you have to figure out where to start. What type of retirement do you want? It's helpful to think of retirement in two stages. The first stage is typically the more active phase when you are healthy and living independently. The second stage may be characterized by declining health. It's important to plan for both stages. Do you want to stay in your home? Do you want to travel? Can you afford a hospital stay or in-home nursing care?

Answering these type questions will help you to come up with a concrete plan.

## Preparing Yourself Financially

The Kentucky Deferred Compensation Authority offers excellent information on their Web site, [www.kentuckydcp.com](http://www.kentuckydcp.com), which walks you through *4 Steps to Retirement*:

- Step 1: Consider Your Life Expectancy
- Step 2: Evaluate Your Income Sources
- Step 3: Calculate Your Income Need
- Step 4: Determine Your Investment Strategy

## Preparing Yourself Mentally

Most of us recognize we need a financial plan for retirement, but few of us consider the need to psychologically plan for the event. It's important to consider your expectations for retirement. Things to consider include loss of identity, conflicts with partner, lifestyle change, and boredom. Planning for change often eliminates stress. Retirement is a life stage issue that requires planning.

The Kentucky Employee Assistance Program provides assessment and referral services for state employees dealing with personal problems or work/life issues. Contact KEAP at 1-800-445-5327 or 502-564-5788.

\* U.S. Department of Labor, *Prepare for Retirement*, 2001.

# Summer Vacation Tips for the Road

By Robin Jenkins, Transportation Cabinet

Ready for that summer vacation? The roads can be crowded mazes to maneuver, especially during holiday travel times. Be sure to pack these safe-driving tips no matter where you're headed!

Visit the Transportation Cabinet's Web site at [www.kytc.state.ky.us](http://www.kytc.state.ky.us) and **check road conditions** before heading out. Also, look for construction maps, which are available at each rest area and welcome center, and on the Web site.

**Don't hang out in the no-zone!** No-zones are blind spots around the front, back and sides of large trucks. If you can't see the truck's mirror, the truck driver can't see you!

**Don't drink and drive!**

**Remember fines are doubled in construction zones.**

Follow the posted speed limit and watch for workers.

**Yield to emergency vehicles.** Proceed with caution when approaching a stationary emergency vehicle with its lights on. Move to the far lane if at all possible. It's the law!

**Stay alert** and pay attention. 87% of crashes are due to driver error. Don't attempt to do other things, like talk on the cell phone, while driving.

**Fasten your seatbelt.** It's the single most important thing you can do to save your life in the event of a crash.

**Remember aggressive driving leads to road rage** and can put everyone at risk.

# State Police Honor Bravery; Life-Saving Acts at Annual Awards Ceremony

By Lt. Lisa Rudzinski, Kentucky State Police

Detective Tommy Stiles was named the 2001 Kentucky State Police Trooper of the Year at the Annual Kentucky State Police Awards Ceremony on May 15.

The ceremony is conducted each year to recognize state troopers, local law enforcement officers and citizens who have distinguished themselves by various acts during the previous year. This year, Lt. Governor, Dr. Stephen Henry and Col. Linda Mayberry, deputy commissioner of KSP presented the awards.

"The Kentucky State Police have long held a tradition of honor, valor and bravery," said Col. Mayberry, "and the troopers recognized for these acts have furthered these traditions and well served the citizens of Kentucky."

As a detective working the Elizabethtown Post, Stiles has had a remarkable 30-year career, with 18 years in the investigative capacity. His tenacious, hard work throughout 2001 is best reflected in his 130 criminal arrests while investigating 98 criminal cases, including homicide/death investigations and sexual abuse related cases, as well as drug related investigations. The drug investigations resulted in valuable forfeitures, including homes, vehicles and farm equipment.

Det. Ben Wolcott, Madisonville Post, was awarded the KSP Citation for Bravery. He received the award for his actions in a standoff and shooting with a fleeing suspect who had also detonated a hand grenade in the presence of two state troopers.

Trooper's Medals, which are awarded to troopers who perform lifesaving acts were presented to the following: Sgt. Rob Winsett, Trooper Island; Sgt. Todd Jones, and Troopers Tim Bailey and Lonnie Kavanaugh, Madisonville Post; Todd Holder, Bowling Green Post; Troopers Kevin Flick and Jerry Handy, Dry Ridge Post; Trooper Dustin Hon, Richmond Post; Troopers Clinton Combs, Jim Whitaker and Rob Farley, Harlan Post; and Trooper Gary Sandlin, Hazard Post.

The KSP Citation for Meritorious Service was presented to Lt. Jimmy Richerson, KSP Academy, for his 15 years of exemplary performance in developing and coordinating the D.A.R.E. program for the Kentucky State Police.



Above, Col. Linda Mayberry; Det. Tommy Stiles, KSP Trooper of the Year; and Lt. Gov., Dr. Stephen Henry

The KSP Citation for Meritorious Service with "V" Device for Valor, bestowed upon officers of the agency who distinguish themselves by an act of courage, was given to: Trooper Stuart Recke, Madisonville Post; Troopers Chris Chenault and Darrell Hutchison, Richmond Post; and Trooper Larry Woods, Driver Testing.

The Commissioner's Award, presented to civilians, was awarded to Chief Keith Dukes, Princeton Police Department, for assisting officers in the rescue of a man from a burning vehicle. Breathitt County Sheriff's Deputy Clarence R. Gabbard, was also recognized for helping an officer stop a suicidal subject from harming himself.

The Citation for Meritorious Achievement, the agency's highest civilian award, was bestowed upon Mr. James L. James of Ashland, Kentucky. James' alertness during a wrecker call led to the arrest of two murder suspects, and his selfless actions prevented further criminal activity from occurring. James performed an extraordinary act of service and did so voluntarily and at great personal risk to himself.

The awards ceremony is held annually during National Police Officer's Memorial Week. The Kentucky State Police further commemorated the week by holding a memorial service at the Kentucky State Police Professional Association's Fallen Trooper Memorial located at KSP Headquarters in Frankfort. The service honored the 23 state troopers who have been killed in the line of duty in the 54 years since the inception of the KSP in 1948.

## KSP Provides Spanish Immersion Program

Graduation ceremonies were held on April 17 in Frankfort for the first Kentucky State Police Spanish Language Immersion Program. Representing a cross section of Kentucky State Police personnel from around the state, the graduates included one sergeant, six troopers, six detectives, two dispatchers, two Kentucky Vehicle Enforcement officers and one Kentucky State Police Academy instructor.

“This is a promising first step toward better serving Kentucky’s growing Hispanic population,” said Gov. Paul Patton, who joined Kentucky State Police Commissioner Ishmon Burks in congratulating the graduates and presenting their certificates of completion.

The intensified training course is an immersion style format taught by the Kentucky Institute for International Studies. Classes met daily and concentrated approximately 200 hours of Spanish language and culture studies into a 13-week period. Eligible participants received 12 college credit hours from Murray State University. Graduates of the program achieve different levels of proficiency, but all are conversational and can read Spanish.

Commissioner Burks emphasized that the program directly contributes to achieving the challenges faced by the Kentucky State Police in the 21<sup>st</sup> century. “Census data indicates that Kentucky’s Hispanic population increased 172 percent between 1990 and 2000,” he said.

Graduates recognized at the ceremony include:

Sergeant Dwayne Depp (Kentucky State Police Academy-Frankfort); Trooper Mike Romagnoli (Elizabethtown Post); Trooper Shane Bates (Campbellsburg Post); Trooper Marshall Johnson (Frankfort Post); Trooper Rugina Lunce (Columbia Post); Trooper Rhonda Wood-Willoby (Central Forensic Lab-Frankfort); Trooper Steve Long (Special Response Team); Detective David Jude (Dry Ridge Post); Detectives Timothy Simpson and Fleischer (Drug Control Enforcement Area I); Detectives Kathryn Felice and Stuart Adams (Drug Control Enforcement Area II); Officers Tim Gilbert and Nathan Olin (Kentucky Vehicle Enforcement); Dispatcher Sharon Cramer (Frankfort Post); Dispatcher Patricia Conway (Headquarters Radio-Frankfort); Mike Spellacy (Richmond Post-Arson) and John Kibler (Kentucky State Police Academy-Frankfort).

## National Award for Claude Gross

Claude Gross, carpentry instructor at the Breathitt County Area Technology Center, was one of three technical education teachers nationwide who recently received the Associated General Contractors (AGC) National Teacher of America award.

Because Gross won the AGC teacher award, the construction program at the Breathitt County ATC automatically received an AGC National Program of the Year award.

Criteria for the award include community service and accreditation. A committee comprised of general contractors from around the country selects the winners.

Breathitt County ATC is one of 53 area technology centers administered by the Cabinet for Workforce Development’s Department for Technical Education, and is one of 11 nationally accredited programs through AGC of Kentucky and AGC of America.

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## Minority and Women Contractors

The first graduating class of the Lexington Bluegrass Area Minority and Women Contractor Training Program ceremonially completed the 16-week pilot program on Feb. 21. The program is designed to provide minority- and women-owned businesses the tools needed to successfully compete in the government procurement/contracting arena.

The program began in September, and a committee is now developing a mentoring project to provide continued assistance to the 21 graduates of the training.

While Brenda Johnson of the Small and Minority Business Division (SMBD) served as the lead person, the program was a collaborative effort among several state agencies and community organizations.

Sponsoring state agencies include: Kentucky Cabinet for Economic Development; Finance and Administration Cabinet; Kentucky Housing Corporation; Natural Resources & Environmental Protection Cabinet, Division of Water; and the Transportation Cabinet, Office of Minority Affairs.

# Earth Day Awards Presented

Gov. Paul Patton and the Field Division of the Kentucky Department of Libraries and Archives (KDLA) were among recent recipients of 2002 Earth Day Awards.

The Kentucky Environmental Quality Commission (EQC) presents the awards annually to honor outstanding efforts made by citizens, businesses, and government agencies to protect and enhance Kentucky's environment.

Gov. Patton was presented the 2002 Earth Day Public Servant Award for his work to address environmental issues confronting the state. This is the first time in the 12 years since EQC began the program that the award has been presented to a Kentucky governor.

Gov. Patton was honored as the first governor to call for statewide mandatory garbage collection, and his work to advance laws to better address solid waste issues and control environmental problems associated with hog and poultry factory farms.

He negotiated an agreement to spare Kentucky's highest peak—Black Mountain—from coal mining, and he championed a bill in the 2002 legislative session to create the Pine Mountain Linear State Park. Gov. Patton also issued a moratorium on new power plant permits and lobbied for the

passage of legislation to address environmental and siting concerns regarding merchant power plants.

KDLA received a 2002 Earth Day Award for its summer reading campaign last year. Each year, KDLA provides training, support and assistance for public libraries to conduct local Summer Reading Programs. In 2001, the program's theme was "Wild About Reading," and its focus was on plants, animals, caring for the environment, and wild places. There was also a focus on wild adventures, such as fishing, camping, survival, wildlife and photography.

Public libraries in 114 Kentucky counties participated, and a total number of 95,500 children enrolled in the reading program statewide. Children were also introduced to the environment through the theme's information and projects.

The Environmental Quality Commission is a seven-member citizen board created to facilitate public discussion and resolution of environmental issues, monitor environmental trends and conditions, promote partnerships to protect the environment for future generations, and serve as an advisory board to the governor on environmental matters.

To view the other Earth Day Award winners, visit the EQC Web site at [www.kyeqc.net](http://www.kyeqc.net).

## National Award for KTC's Patterson

Anna Patterson, executive director of the Office of Minority Affairs for the Kentucky Department of Transportation, was awarded the Sharlene Nail Meritorious Service Award at the 2002 National Transportation Civil Rights Conference in Atlantic City, New Jersey, in May.

The Nail award was established in 1998 to honor the memory of a former Colorado DOT civil rights employee who lost her life in the line of duty, while attempting to settle a discrimination complaint. Nail was interviewing an employee when he became irate and shot and killed her.

The national award is presented annually to a Department of Transportation civil rights employee whose quality performance serves as a role model.

Patterson was recognized for her civil rights career initiatives and accomplishments, including her leadership of the Office of Minority Affairs. She assumed its leadership late

last year, during a severe crisis period, and brought about significant changes in processes, procedures, and internal and external operations, as well as a heightened staff morale in less than six months.

**Have a Personnel Question? Call the  
Personnel Answer Line (PAL)**

**1-866-PAL-LINE (1-866-725-5463) \*  
or 564-8339, in Frankfort**

**Or Visit the Personnel Cabinet's Home Page  
<http://personnel.ky.gov>**

\* (This is a toll free number, and replaces the former Help Desk number, 1-800-471-1753.)



# Horse Park Mounted Police Officers: Outstanding Achievements in Training

By Amity Brannock, Kentucky Horse Park

The Kentucky Horse Park recently welcomed three Mounted Police Officers back from Basic Training. They were recognized by the Justice Cabinet's Department of Criminal Justice Training for individual outstanding achievements, and the park is proud to have them as part of its team.

Officer Shane Kennedy, who has been employed by the Horse Park since June of 2001, graduated as part of Basic Training Class 308. He was previously a correctional officer at Blackburn Correctional Institute, and a youth-care worker at the Metro Alternative Home in Lexington. Officer Kennedy is also very active with his church youth, and is helping them raise money to go to Mexico as missionaries.

Employed by the Park since July of last year, Officer Adam Argullin was a member of Basic Training Class 311, and received the Adjutant Award. A leadership position given to the recruit who demonstrates a positive attitude, enthusiasm and organizational skills, the adjutant is responsible for keeping the entire class on track with their assignments, and acts as a liaison between the class instructors and the class. Officer Argullin has a degree in Police Administration from Eastern Kentucky University, and gained experience in loss prevention, security, and entertaining while he was an entertainer for Guntown Mountain Amusement Park.

Officer Gerald Florence is the newest graduate, returning to the park from Basic Training Class 313. Officer Florence received the 110% in Physical Fitness and Defensive Tactics Award for his class. This award is given to the recruit at the top of his class in physical training, hand to hand combat, and pressure point tactics. Officer Florence was also given the Fit For Duty Award, which is given to the recruit who continually scored over 80% in all physical training exercises.

In addition to being recognized for his physical fitness, Officer Florence volunteered for flag detail throughout his training, taking responsibility for raising and lowering the flag each day. Before coming to the Kentucky Horse Park last August, Officer Florence was a correctional officer for the Lexington-Fayette Urban County Government, Florida State Prison, and the U.S. Marshall's Office in Lexington.

To become a Kentucky Horse Park Mounted Patrol Officer, recruits must undergo the same 16-week basic training any law enforcement officer of the state must go through. The Basic Training Branch of the Department of Criminal Justice offers training for Kentucky law enforcement personnel by providing 640 hours of instruction over a period of 16 weeks.

For recruit level officers, the curriculum is segmented into various training areas, including law offenses and procedures, patrol, investigative procedures, accident investigation, vehicle operations, self-defense, firearms, physical fitness, practical performance exercises, breath test, and First Aid/CPR.

It is important to the Kentucky Horse Park to offer visitors a unique and educational experience during their stay, and that visitors feel safe and secure while touring the grounds. The Kentucky Horse Park Mounted Patrol can be seen 24 hours a day patrolling the park's more than 1200 acres.

The Kentucky Horse Park is located at Interstate 75, Exit 120, just north of Lexington. Always in season, the park is open daily from March 15 to Oct. 31, and Wednesday through Sunday from Nov. 1 to March 14.

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## Mediation Update

As promised in last month's *Commonwealth Communiqué*, mediation is now available to all state employees through the Kentucky Employee Mediation Program (KEMP). In addition to two full time mediators, seven state employees have been trained to mediate part time.

As a reminder, mediation can be used when there is a conflict with another employee, a conflict with a supervisor, or other workplace problems.

For more information, go online to the new KEMP Web site, <http://personnel.ky.gov/kemp.htm>, or call 502-564-3433 or 866-725-5463. You may also send an e-mail to mediators Linda House, [LindaC.House@mail.state.ky.us](mailto:LindaC.House@mail.state.ky.us), or Shanea Bush, [ShaneaJ.Bush@mail.state.ky.us](mailto:ShaneaJ.Bush@mail.state.ky.us).

## Brig. Gen. Shane Receives Dept. for Blind Award

The Cabinet for Workforce Development's Department for the Blind presented its 2001 Partnership Award to retired Brig. Gen. James E. Shane, executive director of the Commission of Military Affairs.

The annual award is presented to an individual or organization making a significant contribution to the department's mission of providing opportunities for employment and independence for individuals who are blind.

Shane's contributions include assisting the department in finding opportunities at the state's military bases for vendors who are blind, advocating for the vendors, and providing advice and assistance in obtaining defense contracts that may result in employment for individuals who are blind.

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## Honors for Western State Employees

Tony Winfield, community services coordinator for Western State Hospital in Hopkinsville, is the 2002 recipient of the J. William Flowers Memorial Award presented by the United Way of Christian, Trigg and Todd counties. The annual award recognizes selfless service to the United Way, its agencies and its campaign.

In addition to serving on numerous United Way committees, Winfield has assisted with the taping and editing of the local campaign video for several years. In accepting the award, he recognized the participation of the hospital's staff, which has contributed \$120,863 to the annual Kentucky Employees Charitable Campaign (KECC) over the past four years.

Steve Wiggins, director of Western State has been elected to serve as secretary on the board of the newly created Southern States Psychiatric Hospital Association. The association provides an opportunity for members to address issues in the mental health system. It was established with assistance from the National Association of State Mental Health Program Directors.

The board will include one representative from each of the association's 12 member states.

## Distinguished Service Award for Goodman

Peter Goodman, of the Natural Resources and Environmental Protection Cabinet's Division of Water, received the Kentucky Geological Survey (KGS) Distinguished Service Award this spring.



The award, presented at the KGS annual meeting in Lexington on April 26, was given in recognition of his contributions in support of water resources research at KGS and for the Commonwealth of Kentucky. Goodman is the manager of the Groundwater Branch in the Division of Water, where he manages several programs related to groundwater resources research.

The Groundwater Branch conducts a statewide ambient groundwater quality monitoring program, which includes working with the KGS and other agencies to collect and analyze groundwater quality and quantity data. KGS performs groundwater quality assessments under contract with the Division of Water. The Groundwater Branch provides all data collected on water wells and groundwater quality to the Groundwater Repository at KGS.

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## In the Next Issue

The next *Commonwealth Communiqué*, scheduled for distribution with the Oct. 30 paychecks, will include a special tribute. In honor of Veterans' Day in November, state employees who are veterans or currently active in military service will be recognized.

All names to be included must be received by Sept. 1. If you haven't provided yours yet, please contact Margaret Davis Harney at 502-564-3433, or send an e-mail to [MargaretA.Harney@mail.state.ky.us](mailto:MargaretA.Harney@mail.state.ky.us).

# Zola Bowling's Continuing Education Pays

## Department for the Blind Honors Former Client, Now Outstanding Employee

By Kim Saylor Brannock, Cabinet for Workforce Development

Zola Bowling's job description could say she is a 9-1-1 operator who rescues Cabinet for Workforce Development (CWD) employees from computer emergencies. She has a knack for calming people down and solving their technical problems.

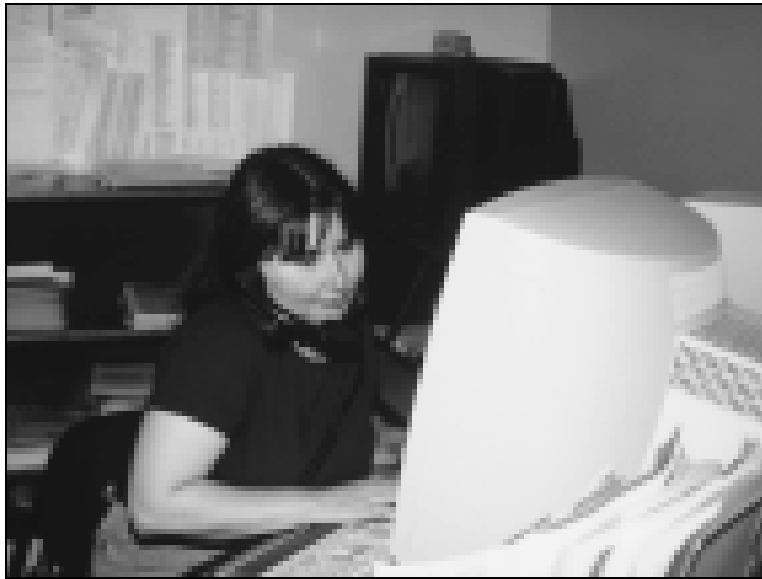
The Frankfort resident had not even used a computer until she became a receptionist for the Department for the Blind, a CWD agency. She had been a customer

of the department before being hired in 1987. At the department's Charles McDowell Rehabilitation Center in Louisville, Bowling learned how to type and took mobility and independent living courses.

Bowling, an Owsley County native, has been sight impaired since birth, but her vision became worse while a student at Eastern Kentucky University. She left college to have eye surgery and to attend the center.

When she was hired as the receptionist for the department, the computer technology employees noticed how quickly she learned computer programs and that co-workers often came to her for computer help. They encouraged her to apply when a job came open in the computer area. Since then she has taken computer courses, received on-the-job training and is pursuing a bachelor's degree in public administration at Kentucky State University.

"The experience I got from college classes helped me develop organizational skills and learn to prioritize. I would not be able to do this job if I had not gone to college. With computers, education is an on-going process, because everything changes so often you have to keep going to



**Zola Bowling at work**

computer classes," Bowling said.

Bowling said she enjoys working on computer problems because it is like figuring out a puzzle and she likes helping people. Bowling finds it rewarding when someone who calls the help desk hangs up happy.

"Usually, when they call the help desk they're distressed. My receptionist training helps me deal with people who are already upset when

they call," she said.

The 15-year state employee was recently given the first CWD Office of the Secretary Golden Key Award for meritorious service to Kentucky and the cabinet. The nominations mentioned that Bowling is always very positive, upbeat and professional and a great example for all the people who work with her. They also mentioned her strong dedication to customer service.

"Several people nominated Zola and spoke so highly of her," said CWD Secretary Allen Rose. "In fact, everybody mentioned how helpful Zola is, so her job on the Computer Help Desk seems to be the perfect fit."

For more information on programs of the Cabinet for Workforce Development, call 502-564-6606, or visit the cabinet's Web site at <http://www.kycwd.org>.

You may go directly to the Department of Vocational Rehabilitation online at <http://kydvr.state.ky.us>, or the Department for the Blind at <http://kyblind.state.ky.us>.

# Spotlight on KHEAA: Helping Kentuckians

By Dr. Joe L. McCormick, KHEAA/KHESLC

Do you need help in planning or paying for college?

As Executive Director of the Kentucky Higher Education Assistance Authority (KHEAA) and Kentucky Higher Education Student Loan Corporation (KHESLC), I'm pleased to provide the latest news on the student financial aid programs and services available to Kentuckians. And, there's a lot of *good* news to share!

Our programs and services can help make higher education more affordable for you, your children, your brothers, your sisters, and your friends—just about any Kentuckian! Our programs and services can help both fresh-out-of-high-school students and nontraditional students pursue a higher education.

Keep in mind that higher education can mean attending a four-year college, two-year college, technical school, or trade school with programs that take from two months to two years to complete. You can even complete some or all of your college education on the Internet.

KHEAA is the state agency that administers grants, scholarships (including the Kentucky Educational Excellence Scholarship), work-study, savings, and Federal Family Education Loans and provides free financial aid information and college planning materials for Kentuckians of all ages.

KHESLC, also known as The Student Loan People<sup>SM</sup>, is a public, nonprofit corporation that was created by the Kentucky General Assembly to provide educational loan financing for Kentucky students and parents through the Federal Family Education Loan Program (FFELP). The Student Loan People also assist in funding KHEAA's student financial aid programs and services.

## KHEAA's financial aid programs include:

- ♦ **Grants:** free money for students with financial need.
- ♦ **Scholarships:** free money for students who have specified skills or abilities.
- ♦ **Conversion Scholarships or Loans:** require the recipient to provide certain services, or repay the funds received with interest.
- ♦ **Work-Study:** part-time employment that enables a student to earn money to help pay the cost of education.
- ♦ **Federal Family Education Loans**

- ♦ **Savings:** Money set aside and invested by parents or other benefactors to be used to pay higher education costs of a child.

## Attention parents of high school students: KEES award notices now being mailed

Thousands of Kentucky high school students will soon receive notices of the Kentucky Educational Excellence Scholarships (KEES) they have earned to help them pay for college or technical training. Award amounts were calculated by KHEAA from information provided by high schools to the Kentucky Department of Education (KDE) regarding students' grade point averages, and from testing services regarding the highest composite ACT (or equivalent SAT) scores achieved prior to graduation.

Eligible students who do not receive an award notice prior to Sept. 15 should contact their high school guidance counselor to ensure their student data has been transmitted to KDE. Students whose information has been provided to KHEAA by KDE can access and view their KEES accounts by visiting KHEAA's Web site [www.kheaa.com](http://www.kheaa.com).

For more information about KEES, call 1-800-928-8926, extension 7397, or e-mail [kees@kheaa.com](mailto:kees@kheaa.com). Also, see the April 2002 issue of *Commonwealth Communique*.

## KAPT or KESPT: Which should you choose to plan and save for higher education?

The Commonwealth of Kentucky provides two "529 plans" to help families save for college. They are called "529 plans" because they qualify for special tax provisions under Section 529 of the Internal Revenue Code.

Family members who are considering participation in one of the programs often ask which program is best—Kentucky's Affordable Prepaid Tuition (KAPT) or Kentucky Education Savings Plan Trust (KESPT). The fact is, either program is a great way to begin paying for higher education now. You may want to choose one or the other or both! KESPT and KAPT offer the same tax advantages, so families should examine both plans to see which best fits their preferences.

**KAPT** makes it easier for families to afford college by guaranteeing the cost of tomorrow's tuition at today's lower prices. Families can choose from three tuition plans and a



# Plan and Pay for Higher Education

variety of payment options. Payment amounts are based on the plan selected. KAPT is administered by Kentucky State Treasurer Jonathan Miller's Office. For more information, call 1-888-919-KAPT or visit [www.getKAPT.com](http://www.getKAPT.com).

**KESPT** provides families an easy and flexible way to save for tuition, fees, room, board, books, supplies, and equipment. KESPT offers a choice of investment options, and the value of the account is determined by the returns on the investment. Payments can be as low as \$25 (or \$15 if made through payroll deduction). For more information, call toll free, 877-KY-TRUST, or visit [www.kentuckytrust.org](http://www.kentuckytrust.org).

Before you invest in either program, we urge you to request free information explaining both programs, check the details, and call the toll-free numbers with any questions you may have.

**KHEAA outreach staff are available to make free presentations throughout the state to groups of any age regarding the importance of planning for higher education and student financial aid. To request a presentation, ask your school, church, or other organization to call 1-800-928-8926, extension 7377.**

## New Borrower Benefits May Save Students and Teachers Millions on Student Loans

Although KHEAA and KHESLC encourage students to first check on their eligibility for free aid, the reality is that most students will have one or more student loans in their financial aid package. Kentuckians who have student loans made or purchased by The Student Loan People (the state's public, nonprofit student loan provider) are expected to save over \$7 million during the coming academic year.

Beginning Aug. 1, the Corporation will reduce its already low fees, credit principal for consistent on-time payments, lower interest rates for electronic payments, and reward borrowers and teachers with loan forgiveness.

Any student in Kentucky can take advantage of this revolutionary new program of borrower benefits by choosing The Student Loan People as their lender. These benefits are not only for incoming college students but also reward teachers with existing Stafford Loans through The Student Loan People. Borrowers who do not have their loans with The Student Loan People may be able to consolidate their loans and receive these benefits.

If Kentuckians must mortgage their future to get a higher education, KHEAA and The Student Loan People owe them the best and lowest-cost student loans possible.

### Specifically, The Student Loan People will:

- ◆ Credit 2 percent to the unpaid principal on a new Stafford Loan upon satisfactory completion of the academic period funded by the loan.
- ◆ Provide a 3.5 percent credit to Stafford Loan borrowers who make their first 30 payments on time.
- ◆ Forgive the interest charged (annually at the end of the fiscal year) on Stafford Loans for teachers who taught at a public or nonprofit Kentucky elementary or secondary school during that year. Accrued interest will be written off; interest paid will be credited to unpaid principal.
- ◆ **Forgive 20 percent of the original principal balance (in addition to interest forgiveness) for special education teachers who taught at a public or nonprofit Kentucky elementary or secondary school during that year.** *(This means a free college education for students who teach special education for five years in Kentucky!)*
- ◆ Pay 2 percent of the 3 percent loan origination fee charged to borrowers. (Last year, The Student Loan People paid 1 percent of the fee charged to borrowers.)

### The Student Loan People will continue to:

- ◆ Reduce the interest rate by 0.25 percent for borrowers who make their loan payments automatically through their checking or savings account.
- ◆ Reduce the interest rate by 1 percent for PLUS Loan borrowers (parents) who make the first 48 payments on time.
- ◆ Pay the 3 percent loan origination fee on behalf of medical, dental, and osteopathic students who have Stafford Loans from Republic Bank and Trust Co.

**For more information about KHEAA and KHESLC programs and services, contact:**

**KHEAA (800) 928-8926**  
[www.kheaa.com](http://www.kheaa.com)

**The Student Loan People (888) 678-4625**  
[www.studentloanpeople.com](http://www.studentloanpeople.com)

## Postsecondary Schools and ADA

Americans With Disabilities Act (ADA) coordinators from each of Kentucky's postsecondary institutions have organized a group to help universities, colleges, technical schools and community colleges give better access to higher education to students with disabilities.

The Americans With Disabilities Act Postsecondary Education Work Group (ADAPE) was organized last year by postsecondary ADA coordinators, the Office of the State ADA Coordinator and the Council of Postsecondary Education.

"We know there is a wealth of information and experience that can be shared among the ADA coordinators so that all postsecondary institutions can better serve students with disabilities. By coming together we can share information and best practices, look at the need for common training, discuss policy issues and implementation strategies and even share adaptive equipment that may be cost prohibitive for one institution alone," said Norb Ryan, Kentucky's state ADA coordinator in the Cabinet for Workforce Development.

The ADA bans discrimination based on disability and requires employers, businesses and state and local governments to take reasonable steps to accommodate people with disabilities. The law requires public buildings and government programs and services to be accessible. As a result, all postsecondary institutions are required to accommodate students with disabilities in areas such as facilities, services, parking and transportation, and to have an ADA coordinator.

"In Kentucky, higher education institutions have provided accommodations for people with disabilities. ADAPE is a voluntary organization that will assist the institutions to improve on what is already a good track record. Postsecondary institutions want to welcome people with disabilities and help them be successful participants in education. It benefits the schools, the state and the individuals when everyone has an opportunity to improve himself," Ryan said.

For more information about the ADA and postsecondary institutions, see the University of Kentucky's Engaging Differences Project Web site at [http://www.uky.edu/TLC/grants/uk\\_ed/accessintro.html](http://www.uky.edu/TLC/grants/uk_ed/accessintro.html).

## Technical Studies Offer Head Start

By Mary Ann Scott, Cabinet for Workforce Development

When Nicole Dickinson graduated from high school, she was one of only 10 seniors from Kentucky that the University of Louisville selected for guaranteed entrance into its medical school. Dickinson, now a senior at the university with a 4.0 grade-point average, credits the classes she took at the state-administered Russellville Area Technology Center (ATC) with giving her a head start.

Dickinson, who took Kentucky Tech health science and physics courses in high school, is one of thousands of students who have acquired much-desired technical skills from the state's 54 Kentucky Tech area technology centers. The Department for Technical Education, a Cabinet for Workforce Development agency, administers the Kentucky Tech system of schools.

"These schools teach valuable skills to high school students, skills that help prepare them for a workforce demanding more technical expertise," said Allen D. Rose, secretary for the Cabinet for Workforce Development.

Kentucky Tech technology centers, which served 24,000 secondary students this past school year, offer hands-on training in business, graphic, construction, manufacturing and transportation technologies; health and human services; and horticulture. Nearly half of the technology centers have established academies that train students interested in information technology careers.

Recently, the technology centers partnered with the Kentucky Community and Technical College System (KCTCS) in a dual agreement that allows Kentucky Tech students to simultaneously enroll in high school and community and technical colleges. Those who earn KCTCS credits in high school can transfer them to any of the 28 KCTCS schools.

A new area technology center opened in Jackson County in January and centers in Lincoln and Monroe Counties are slated to open later this year.

The 2002/03 course catalog for the Kentucky Community and Technical College System is available online at <http://www.kctcs.edu/student/catalog>.

# Department of Agriculture Helps Students Pursue Agricultural Careers

By Byron Brewer, Department of Agriculture

An important mission of the Kentucky Department of Agriculture is to educate young people on the importance of agriculture and its impact on everyday life. Toward that end, the Department annually offers scholarships to students interested in the pursuit of an agricultural career.

The scholarships are provided by the Department of Agriculture and administered through the Governor's Scholars Program. Selected by a volunteer Scholarship Advisory Committee, qualifying students must be enrolled in a Kentucky college or university that has an established agriculture curriculum. Applicants must also be alumni of the Governor's Scholars Program, a five-week summer program for outstanding students who have completed their junior year in high school.

"Opportunities for education and life-long learning for all Kentuckians are key elements in the future success and prosperity of both this state and its agricultural community," said Agriculture Commissioner Billy Ray Smith. "That is why, through these scholarships, our department offers support and financial assistance to those college students who will be tomorrow's agricultural leaders."

To encourage youth involvement in livestock activities, KDA also annually offers \$500 savings bonds to young exhibitors participating in state-sponsored district livestock shows.

Twenty exhibitors, four in each species (dairy, beef, sheep, hogs and horses), are chosen by a volunteer scholarship committee from a list of FFA and 4-H show participants. Commissioner Smith presents the awards annually at the conclusion of the Kentucky 4-H Horse Show in July and the Kentucky State Fair Junior Livestock Shows in August.

"As a cattle producer, my love for working with livestock came from the many programs in which I was involved during my youth," Commissioner Smith said. "It is an honor to be able to participate in the education of FFA and 4-H students. The state should be proud of their hard work and dedication to the agriculture industry."

Commissioner Smith also created the Department's internship program. Each summer, college and university

students from across the Commonwealth who have applied and been selected for intern positions work side-by-side with KDA staff, learning the diverse responsibilities of the department's divisions.

KDA also supports education through its Kentucky Agriculture and Environment in the Classroom (KAEC) project. A non-profit corporation promoting an understanding and appreciation of the system that provides our food and fiber and emphasizes the importance of the environment to our food supply, KAEC offers educational programs and teaching resources to schools.

A KAEC mobile unit that visits schools across the state hit the road shortly after Commissioner Smith took office. A new mobile science activity center, replacing the former unit, will begin its journeys this fall. In the science activity center, students can make corn starch, lip balm, ice cream and various other items, connecting agricultural commodities to commonly used products. KAEC materials for utilizing agriculture and the environment in classrooms are also a part of the traveling teaching tool's supplies.

For more information, contact the Department's Division of Public Relations and Communications at (502) 564-4696.

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## Statewide Co-Op/ Intern Program

The state government Co-Op/Intern Educational Placement Program is a recruiting tool available to all agencies statewide. It also offers an opportunity for Kentucky's high school and college students to obtain practical on-the-job experience, while receiving academic credit.

To be eligible for the program, a student must be enrolled full time in an accredited institution, and must be in good academic standing.

For information, contact Margaret Daniel, the program's coordinator, in the Personnel Cabinet. Phone (502) 564-7430, ext. 2218, or e-mail [margaret.daniel@mail.state.ky.us](mailto:margaret.daniel@mail.state.ky.us).

# Transportation Offers Free Education, Work Experience and Much More

By Selena A. Curry, Kentucky Transportation Cabinet

In the next few years, much of the transportation workforce will be retiring, leaving a tremendous need for skilled individuals. The Kentucky Transportation Cabinet (KYTC) is helping America's transportation labor force by awarding new scholarships to Kentucky students who want to become civil engineers.

Since 1948, KYTC has awarded new scholarships every year to qualifying Kentucky high school seniors and high school graduates, including those who are already attending college. Each year there are 75 scholarship openings for new and returning students. The cabinet has given over \$10 million in scholarship funds (over 1,400 scholarships) in the past 54 years.

The KYTC Civil Engineering Scholarship Program not only gives students a free education – it also provides immediate employment. This program offers many benefits to scholarship recipients.

The program gives students the freedom of attending the University of Kentucky or University of Louisville for their bachelor or master of science degree in civil engineering, or they may attend Western Kentucky University or Kentucky

State University to begin their pre-engineering courses, and then transfer to UK or UL.

While the student is in college, he or she is eligible to work during summer break for the cabinet. Students actually obtain quality hands-on work experience and gain a sense of professionalism. Not only do students receive scholarship funds at the beginning of each semester; they also receive a paycheck for hours worked during the summer.

After the scholarship students graduate with degrees in civil engineering, they are required to work full-time for the cabinet one year for every college year funded by the scholarship program. Today, it is very difficult for some college graduates to find a job. But through the scholarship program, students enter the workforce on an excellent rotation program right after graduation, without having to do any job hunting.

For more information on the Transportation Cabinet's Civil Engineering Scholarship Program, go online to [www.kytc.state.ky.us/person/ScholarshipProgram.htm](http://www.kytc.state.ky.us/person/ScholarshipProgram.htm), or contact Jo Anne Tingle, scholarship program coordinator, at (502) 564-6963 or toll-free at 1-877-273-5222.

## Free Publications to Help Plan for College

The Kentucky Higher Education Assistance Authority (KHEAA) provides free information to help students and parents plan and pay for college or technical training. (See pages 16 and 17.) Publications include the following:

**Student Financial Aid Programs**—a brochure that describes all of the financial aid programs administered by KHEAA.

**Kentucky Educational Excellence Scholarship (KEES)**—a brochure for parents and students that answers some of the most frequently asked questions about KEES.

**Affording Higher Education**—a financial aid reference book that lists more than 3,100 financial aid programs specifically for Kentucky students. It's available on KHEAA's Web site, - [www.kheaa.com](http://www.kheaa.com), and at public and school libraries and high school guidance counselor offices.

**Adults Returning to School**—a guidebook **available only on KHEAA's Web site** specifically to help adults find their way back into the educational system.

**Getting In**—a guide to higher education in Kentucky that is distributed to high schools seniors by guidance counselors and mailed to the homes of high school juniors.

**STEP**—college planning booklets and brochures for students in grades 8-12. If you have a child in one of these grades, your son or daughter will receive a packet in late summer or early fall.

### Virtual University Home School Yourself

For information, go to <http://www.kyvu.org/index.html>.

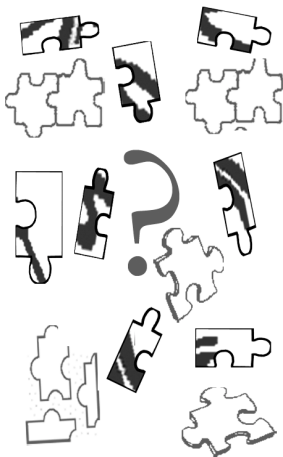




# Governmental Services Center

## A Message From the Executive Director

By Sharon Marcum



Imagine working on a 500-piece puzzle. We are all familiar with the challenge you feel as you sort out the pieces, find what looks like a corner, and start trying to make a finished picture out of total confusion. Some of you are probably saying, “500 pieces, that would be easy.” I forgot one detail. You don’t have a picture to show you what the puzzle will look like when it’s finished!

What’s this got to do with the Governmental Services Center (GSC)? Well, we are involved in a major reassessment of who we are and what we do, and I read an article the other day that helped me put it in focus. It was about the difference between transitional and transformational change. The author said that transitional change is going from where you are to a known destination. The path is clear. You know what it will look like when you get there. It may not be easy, but you know where you are going and you know how to get there.

Transformational change is a whole different ballgame. You know you need to change. You want to change. You are working very hard to change. You even have a vision of where you want to go; but, you don’t have a clear picture of what your puzzle will look like when it is put together or exactly how you will fit the pieces together. You are in uncharted territory.

That’s where we are at GSC—in the middle of transformational change. We are currently pursuing three very demanding parallel paths.

First, we are continuing to provide the training and consulting/facilitating services that our customers have come to expect from GSC. Second, we are involved in a new strategic partnership with EMPOWER Kentucky, which is now called the Center for Excellence in Government, on several enterprise-wide initiatives; and, third, we are transforming who we are and what we do to better meet the needs of our customers. Each of these paths is a full-time job that requires the active involvement and participation of the GSC staff. I am pleased that our staff is doing an outstanding job in juggling these parallel paths and appreciate their enthusiasm and commitment during a time of great uncertainty.

While we don’t know what the detailed picture will look like, we have begun to fill in some broad strokes. We have established new mission and vision statements that describe how we want to serve and be perceived by our customers and stakeholders.

### Mission

To help the people and organizations of Kentucky government continually learn and improve performance in order to excel in meeting their customers’ needs

### Vision

GSC—A vital partner for achieving success

Our three parallel paths, our mission, and our vision together create a very demanding, challenging, and exciting opportunity for GSC.

Over the next 12 months as we work to further define our destination; determine how we will fulfill our vision and mission; and implement specific changes, we will gradually see the three paths merge, the pieces fall into place, and the new GSC emerge.

# Educational Assistance Policy Changes



Educational Assistance is a benefit to both the employee and to the Commonwealth of Kentucky.

The program provides financial assistance to employees to continue their formal education, which results in an improved workforce and helps the employee achieve his or her individual career goals. Educational assistance generally is provided for formal education programs that are taken on the personal time of the employee. All cabinets and agencies are encouraged to participate in the program.

A major change has been made to the educational assistance policy regarding advance payment versus reimbursement. Effective June 1, advance payment is the only option available.

A copy of the policy, an explanation of these changes, and a list of frequently asked questions are available on the Governmental Services Center's (GSC) Web site:

<http://gsc.state.ky.us/empeduassist.htm>.

If you have any questions, please contact Allen Bryan, principal assistant and manager of Organizational Support Services at GSC. Call (502) 564-8170, ext. 239.

## Membership Encouraged in Society of Certified Public Managers

By J. R. Brown, President of KSCPM

The Kentucky Society of Certified Public Managers (KSCPM) wants you to become a member! Membership is currently at 62, but we could be even bigger.

If you are interested in becoming a member, please contact Helen Koger, secretary, at (859) 622-3801, e-mail her at [hkoger@docjt.jus.state.ky.us](mailto:hkoger@docjt.jus.state.ky.us), or visit KSCPM's Web site at <http://gsc.state.ky.us/KSCPMWeb/index.htm>.

Being a part of the Kentucky Society means . . .

- ◆ recognizing the commitment to professional standards;
- ◆ networking with other professional managers;
- ◆ developing your career through academy-, state-, and chapter-sponsored seminars and workshops;
- ◆ increasing awareness of new developments in theory and practice;
- ◆ contributing to professional, public-management projects;
- ◆ improving communication, cooperation, and coordination among public entities;
- ◆ fostering leadership through example and innovation;
- ◆ accessing information relating to public management through the KSCPM newsletter

The 2006 AACPM conference will be held in Kentucky, in either Lexington or Louisville. If you have ever been to a

national conference, you will understand how much work is involved and how many people are needed to pull it off successfully. The success of this conference will determine how participants view Kentucky as a whole, so it is important that we are successful in this endeavor.

## 2002 KSCPM Professional Seminar *Survival Leadership: Back to the Basics*

Featuring Noted Speakers and Professionals  
Thursday, September 12, 2002  
8:30 a.m. to 4 p.m.  
Kentucky History Center  
Frankfort, Kentucky

### Registration

\$75 KSCPM Members

\$100 Non-Members

**(open to all state-government employees)**

\*Fees include materials, breaks, and luncheon

### Contact

KSCPM Secretary Helen Koger, (859) 622-3801,  
[hkoger@docjt.jus.state.ky.us](mailto:hkoger@docjt.jus.state.ky.us)



## Is Kentucky That Friendly?

### GSC's Top 10 List for Customer Service

Not from New York; not from Letterman ... but direct from the home office at Kentucky State University, here is Governmental Services Center's (GSC) *Top 10 List* for dealing with customers:

10. **Show Empathy**—"I'm sorry; I understand how you would feel that way."
  9. **Encourage Venting**—"Please tell me what happened."
  8. **Stay Objective**—"I hear what you are saying; I will pass along your concerns to management."
  7. **Remain Calm**—"I believe we can resolve this."
  6. **Listen Attentively**—"Aha, yes. I see."
  5. **Take Responsibility**—"I will make sure the problem is resolved."
  4. **Involve the Customer**—"How would you like to see this handled?"
  3. **Give Added Value**—"Another way we could resolve the situation is . . ."
  2. **Provide an Action Plan**—"This is what I propose to do . . ."
- . . . and the number one thing you can do is:**
1. **Involve Your Manager**—"I will let management know of this problem."

**One customer is a Big Deal!**

If you need to sharpen your customer service skills, visit <http://gsc.state.ky.us/WSSchedule.htm> for the next customer service class offered by GSC, or call (502) 564-7455. Tune in next time to learn more on how to deal with difficult people and conflict.

## Doug Holt Receives National Award for Certification Project

Doug Holt is the 2002 recipient of the Askew Award, presented annually by the American Academy of Certified Public Managers (AACPM). Holt was selected for the award for his project: "Applied Decision Making in Management Reporting."

He developed the project as part of the required certification process in the Kentucky Certified Public Managers Program operated by Governmental Services Center.

(Contact GSC for more information on the certification program, or go online to <http://gsc.state.ky.us/KCPM.htm>.)

Holt is on the Medicaid Services' staff of the Cabinet for Health Services.

J.R. Brown, president of the Kentucky Society of Certified Public Managers (KSCPM) accepted the award on Holt's behalf at the AACPM annual training conference in Atlantic City, N.J., in April. He will present the award to Holt at the 2002 KSCPM Annual Training Seminar, which will be held at the Kentucky History Center on Sept. 12.

(See page 23 for more information on the state and national professional societies for public managers, or for information on the KSCPM Annual Training Seminar.)

## Governmental Services Center 2002 Quarterly Workshop Schedule

Training conducted in Frankfort is held in the Academic Services Building (ASB) on the campus of Kentucky State University. Training room numbers for KSU and workshops conducted at state parks, universities and other facilities are noted under location. All cars without approved parking permits, as well as those illegally parked, are subject to be towed. Workshops begin at 8:30 a.m. unless otherwise noted.

WORKSHOP	LOCATION	October	November	December	CEU's
Assessing Organizational Performance	536			5	
Business Writing for Today's Manager	Pennyrile	15			1.62
	Natural Bridge		19		
Conducting Effective Meetings	Farnham Dudgeon Civic Center	22		10	.72
	Jenny Wiley	31		10	
	536	1	19		
	KY Dam Village		19		
	542		21		
Dealing with Conflict	536			12-13	1.59
	542		19-20		
Executive Branch Ethics	536		4		.43
Facilitation Skills	536		12-13	10-11	
Interpersonal and Organizational Communication	536	8-9			1.47
	539		21-22		
Leadership I	542			3-6	2.73
	KY Dam Village			3-6	
	801 Teton Trail		12-15		
Leadership III	542	8-11	12-15	10-13	2.73
Leading and Coaching High Performing Teams	KY Dam Village	1-2			1.56
	Jenny Wiley	29-30			
	542	2-3			
Managing Human Resource Systems in the Public Sector	Jenny Wiley	22-23			1.20
	536	2-3			
		23-24			
	539		19-20		
Managing Organizational Change	Pennyrile	16-17			1.47
	Natural Bridge		20-21		
Managing Relationships at Work	539	8-9			1.41
New Managers Survival School	KY Dam Village		20-21		1.56
	536		20-21		
Performance Management: Planning, Coaching, Appraising	536	15-16			1.50
	539	2-3		3-4	
				11-12	
*Performance Matters, The Employee Performance Evaluation System	801 Teton Trail Frankfort	24	21	12	
Personal Strategies for Navigating Through Change	Jenny Wiley	24			.78
Problems and Decisions	536		14-15		1.53
Structured Behavioral Interviewing: Improving Staffing Decisions	536			3-4	.78
Train The Trainer	539	29-31			2.52
Workplace Violence	KY Dam Village	3			.50

Contact your agency liaison to register for the workshops listed in this brochure. For information on specific workshops, go to <http://gsc.state.ky.us/>.

You will receive a letter from GSC to confirm your class enrollment. Cancellation of a workshop by a participant must be processed through GSC.

\*Please contact Regina Eddington at 502-573-0324 to enroll in Performance Matters, The Employee Performance Evaluation System.



# CFC Helps Employees Obtain Master of Social Work Degrees; Secretary Teaching

By Dean Crawford, Cabinet for Families and Children

With help from the University of Kentucky, 34 Cabinet for Families and Children employees in four western Kentucky service regions got a jump start on their Master of Social Work (MSW) degrees by completing one graduate-level course in social work last fall and another this spring.

Cabinet Secretary Viola Miller and Steve Fox, director of the University Training Consortium at Eastern Kentucky University, teamed up to teach both classes.

Each class began and ended with a three-day seminar. In between, students attended a class by interactive television every other week.

This MSW initiative is part of the Cabinet's ongoing effort to equip its staff with job-related degrees. More than 185 MSW graduates already work for the Cabinet, but it needs more if it is to achieve a key accreditation standard—that all supervisors working in child protection and foster care and adoption hold a master's degree in a relevant field.

To deal with one obstacle for employees, cost, the Cabinet offers staff enrolled in MSW programs a stipend that covers tuition and other educational expenses. The stipend program, discontinued in the 1980s because of budget cuts, was reactivated in 1997 at a time when about half the Cabinet's MSWs were within two years of retirement.

More than 100 CFC employees are now enrolled in the MSW stipend program, and 34 more are ready to start.

Getting staff on track toward an MSW has been a particular problem in western Kentucky since the only schools in the state currently offering the degree are UK, the University of Louisville and Spalding University, which is also in Louisville.

U of L offers weekend classes in Louisville that lead to the MSW, but Miller said work and family commitments make it hard for CFC employees in western Kentucky to take advantage of them.

Dean Kay Hoffman of the UK School of Social Work helped develop the classes in western Kentucky, and UK is providing credit for them.

The 34 participants must complete their work at UK, UL, or Spalding, but UK will make that easier by offering several MSW courses in western Kentucky next academic year.

So how does a Cabinet Secretary find time to teach a class?

"I had a wonderful time doing it, but I was glad when it was over. It was tough working it into my schedule," Secretary Miller said. "I thought it was important enough, though, to make time for it. I wanted to send a message. If the Cabinet Secretary is teaching the classes, then they must be important."

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## CHS Offers Distance Learning

The Distance Communication and Learning Center, operated by the Cabinet for Health Services, provides CHS employees with educational and training opportunities.

The center's technological capabilities include video-conferencing, receiving satellite programs, computer training in a state-of-the-art computer lab, and classroom instruction. Its staff consists of two trainers, a technology consultant and a training liaison. The staff is dedicated to assisting CHS agencies with organizational development and facilitating process improvement activities and training.

One highlight of the center's programming is the CHS Personnel Management Training offered to new supervisors and experienced supervisors desiring to update their skills.

The center is primarily for CHS employees, but outside state agencies who request use of the videoconference and satellite receiver technologies are accommodated when possible, with a technology fee of \$50 per hour.

Information on the center's services is available to CHS employees on the CHS Intranet site. Others may call 502-564-0036.

# Insurance Tips for College Students and Their Parents

By Eva Smith-Carroll, Department of Insurance

Your child has been accepted into college and is leaving home for the first time. One of the many things he or she has to think about – believe it or not – is insurance.

Here are some questions for a college student to consider:

## **Should you stay under your parents' health insurance coverage or buy the student health plan?**

Keep the family health insurance coverage. Generally unmarried children are covered to age 19 whether they are in school or not. Coverage can extend to age 25 if the child is a full-time student.

**(Editor's Note:** The Commonwealth Public Employee Health Insurance Group covers eligible dependent children until the end of the month in which they turn 24, regardless of student status.)

If you're going to school in an area "out of the network" of your managed health care providers, call your insurance company's customer service number and ask what provisions are in your policy. Most have some method of covering emergency care while you're out of the network. Consider buying the student health plan as a supplement if it covers routine care — like treatment of colds — at the campus health center.

## **There is a fire in your dorm or off-campus apartment. The landlord's insurance covers the building. Who pays for replacement of your stuff?**

If you live in a dorm, you may be covered by the *off premises provision* of your family's *homeowners policy*. Parents should contact their insurance agent to see if an update of their policy is needed. If you live off-campus, you won't be covered under the off premises provision of your parents' policy. You should get an *off premises rider* added to your parents' policy or buy *renter's insurance*.

## **How will your decision to take your car to school or leave it at home affect your parents' insurance?**

If the parent owns the vehicle and the child is listed as an additional driver, generally this can continue. If the child is the owner, he or she will have to get an individual auto policy. If you take a car to school, the insurance company *must* be notified that the car will be garaged at another

location. Your car's "change of scenery" might affect your premiums. **Note:** Your parents may get a break on their auto insurance if you are more than 100 miles away from home and don't have a car.

## **You get the chance to study in Europe for a semester. Do your current insurance policies cover you outside the U.S.?**

Maybe not. Check with your agent about coverage while traveling in foreign countries.

## **You and your high school sweetheart decide to get married before college graduation. How does this affect your health insurance coverage?**

Marriage means an automatic loss of your "dependent" status. You'll need your own health insurance even if you are still a student.

For more detailed answers to these questions and others, check out *The College Student's Guide to Insurance* online at the Department of Insurance's Web site <http://www.doi.state.ky.us/kentucky> under Free Publications > Young Adults. You may also call DOI at 800-595-6053, or (in Frankfort) 564-3630.

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## Ethics Commission Educates Employees

The Executive Branch Ethics Commission believes its primary purpose is to educate employees in an effort to improve honesty and integrity in state government. The Commission's educational program includes response to inquiries, training classes, a Web site ( [www.state.ky.us/agencies/ethics/ETHICS.HTM](http://www.state.ky.us/agencies/ethics/ETHICS.HTM) ), and publications.

Ethics classes are held on a regular basis through Governmental Services Center. The next class is scheduled for Sept. 9, from 8:30-11:45. To enroll, please contact your GSC agency liaison.

Commission staff will also provide up to a three-hour class for your agency at no charge. To schedule a class, contact Jo Ledford at 502-564-7954.

# Kentucky Welcomes World's Top Young Scientists to International Science Fair

By Fran Salyers, Department of Education

This was *not* your typical science fair! This was the Olympics, the World Series and the Kentucky Derby of science fairs – the Intel International Science and Engineering Fair 2002 – and Kentucky was the host.

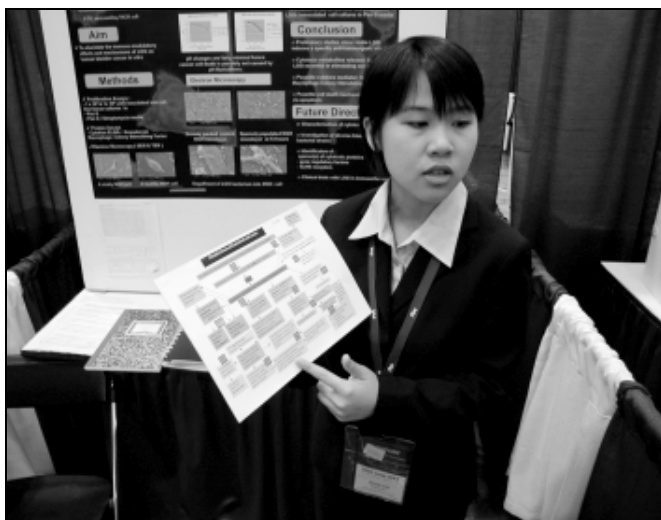
The event drew 1,200 of the world's most promising young scientists from 50 states and 39 countries. They traveled to the Louisville International Convention Center

May 11-18 to present their research projects – projects so innovative that Nobel Prize winners and scientists from universities and corporations came to see the results.

Finalists competed for awards from the world's major universities, businesses and organizations. Kentucky colleges and universities awarded more than \$2 million in scholarships.

The annual event is the world's only international science fair representing all sciences for students in grades 9 through 12. Science Service Inc. has coordinated the event for the past 53 years. Intel Corporation has sponsored it for the past six years. The Commonwealth of Kentucky, the first state government to serve as a presenting sponsor, hosted the fair this year and in 1997. A volunteer committee raised private contributions to provide exhibit space and support special events for the participants.

The Kentucky Department of Education and the Kentucky Council on Postsecondary Education joined Agilent Technologies Inc. as the event's "gold sponsors." The Department of Education made the event accessible to all Kentucky teachers and students by organizing on-site learning activities and posting fair-related mathematics and science lesson plans on the Web ([www.kentuckyschools.org/oapd/curric/#intel](http://www.kentuckyschools.org/oapd/curric/#intel)).



**Shan Cai, a finalist from Singapore, answers questions about her research at Kentucky's International Science and Engineering Fair.**

Department staff also extended Kentucky hospitality by hosting the fair's press room and "Cyber Café," where participants and guests could relax, get acquainted and use networked computers to file reports or keep in touch with family and friends in their home states and countries.

The event pumped more than \$10 million into Kentucky's economy. While that's a significant benefit, it may not have been the most important.

"The real benefit," said Gov. Paul Patton, "will come in the

future, from the learning that took place here and from the relationships we developed. Having these top students here was a great recruiting opportunity. We want them to return to our colleges and our corporations. We want them to be part of Kentucky's knowledge-based future."

## Agency Scholarships; Tuition Waivers

Scholarships and other educational assistance programs are provided by the Department of Agriculture (page 16), the Transportation Cabinet (page 17), and the Cabinet for Families and Children (next page). But those are just a few of the programs available through state agencies.

For complete information, see *Affording Higher Education*, which is updated yearly by the Kentucky Higher Education Assistance Authority (KHEAA) and lists more than 3,100 sources of student financial aid. The book can be found in high school guidance offices, college financial aid offices, public libraries, and on KHEAA's Web site, [www.kheaa.com](http://www.kheaa.com).

# Public Higher Education Tuition Waived for State's Foster and Adopted Children

By Lisa A. Wallace, Cabinet for Families and Children

Tuition and mandatory student fees are waived at all Kentucky public postsecondary educational institutions for the state's foster children and children adopted from Kentucky foster care.

The waivers, which were enacted by the 2001 General Assembly's House Bill 62, are intended to encourage more adoptions, and to encourage students to continue their education after high school.

Tuition waivers through this program were first available and used by eligible students in the Fall 2001 semester. Application for the waiver may be made up to four years after high school graduation, and eligible students may receive waivers for five years after first entering any Kentucky public postsecondary educational institution.

This year, about 659 foster and publicly adopted students turn 18, and about half of them are expected to enroll promptly in postsecondary education and receive tuition waivers.

If half the eligible foster and adoptive children were to receive waivers for the entire amount of their tuition and fees, the state's postsecondary institutions collectively would absorb about \$824,400 in waived costs. However, most students applying for tuition waivers also qualify for other forms of federal, state and private financial aid and must apply those resources toward tuition and fees before the waiver is applied.

To qualify for tuition waivers, students must meet all admission requirements for the school and maintain academic eligibility while enrolled. In addition:

- ◆ The student's family must have received a Kentucky adoption subsidy; or,
- ◆ The student must currently be in court-ordered foster care with the Cabinet for Families and Children (CFC) or the Department of Juvenile Justice (DJJ); or,
- ◆ The student must be in a state-provided or state-contracted independent living program; or,
- ◆ The student must have been in the court-ordered custody of the CFC or DJJ prior to being adopted by a family that resides in Kentucky; or,
- ◆ The student must have been in court-ordered custody of the CFC or DJJ on his or her 18<sup>th</sup> birthday.

Most application rejections occur because: the applicant was adopted privately and was never in state foster care; the waiver is requested for an out-of-state or private school not participating in the program; application was made after the four-year eligibility period following high school; or the applicant was not adopted or in state care at age 18.

For further information about the tuition waiver, contact Mike Yocum or Fawn Conley at (800) 232-5437.

## Benefit Helps State Employees With Adoption Expenses

As a state employee, you may receive reimbursement for some of the expenses you incur in adopting a child. For more information, go online to <http://kygovnet.state.ky.us/personnel/emphb/adoption.htm>, or contact the program's coordinator, Darlene Stewart, in the Personnel Cabinet. Phone (502) 564-6847, ext. 2128, or e-mail [Darlene.Stewart@mail.state.ky.us](mailto:Darlene.Stewart@mail.state.ky.us).

## Need Info? Ask a Librarian

When you need up-to-date statistics, journal articles, newspaper clippings, or historical information, don't forget the *Ask a Librarian* service available at the State Library.

On the job or as a student, you may not know where to begin looking information, but the researchers at *Ask a Librarian* are trained to track down high quality information quickly and efficiently.

The online reference and research service is easy to use. Just fill out and submit the State Agency Employees Request Form at <http://www.kdla.net/statelib/Asklib.htm>. The professional staff of the State Library, will get you the answer you need – usually within 24 hours.

For more information on *Ask a Librarian*, or on other services of the State Library, go online to [www.kdla.net](http://www.kdla.net), or call the Reference Desk at 502-564-8300, ext. 342 or 800-928-7000, ext. 342.



# First Lady Hosts Celebration of Hope for Breast Cancer Survivors

When First Lady Judi Patton invited Miss America 2002 Katie Harman, actress/director Anjelica Houston, and other celebrities to join her in hosting Celebration of Hope for breast cancer survivors this year, she brought national attention to the annual event.



**Celebration of Hope attendees line up for the hat judging.**

The Celebration of Hope, begun in May of 1998 by Mrs. Patton, started out with a tea for 200 at the Governor's Mansion. The First Lady's office now maintains a database of more than 2,000 women's names, the only recording of breast cancer survivors in the state.

"In the last six years we have worked to make each Celebration of Hope unique for these very special women," Mrs. Patton said. "This year we had the opportunity to bring in nationally recognized talent."

As Mrs. Patton rolled out the pink carpet to greet breast cancer survivors, she was joined by Harmon, Huston and Lizzie Spender, a writer whose husband, Bob Humphrey, is better known to audiences as Dame Edna.

Huston, who won an Oscar for her performance in "Prizzi's Honor" and appeared in such movies as *The Royal Tenenbaums* and *The Addams Family Values*, has a special interest in the Celebration of Hope, said the First Lady.

Harman, whose platform is *Breast Cancer in America: Caring Community-by-Community*, was the guest speaker at the event.

In addition, the event was the debut performance of "Heart Full of Hope," a song by Kentucky vocal artist and Georgetown resident Mike Fryman. He recently recorded it in Nashville to honor breast cancer survivors.

This year, survivors were invited to design a hat and wear it to the celebration. Prizes were awarded for the most

original designs reflecting breast cancer awareness or the road to survivorship.

The First Lady has been very instrumental in the fight against Breast Cancer. She serves as the chair of the Governor's Task Force on Breast Cancer and the Honorary Chair for the Kentucky Breast Cancer Coalition.

She has actively worked with the legislature to create the Office of Women's Physical and Mental Health and legislation that requires insurance companies to cover breast reconstruction and equalization following mastectomies, as well as stem cell treatment when necessary.

During the 2000 legislative session, health departments statewide were granted funding over the biennium to complete thousands more cancer screenings. Funding was also awarded to continue operation of the breast cancer task force.

She received national recognition from the National Breast Coalition when she enlisted state government employees in a signature campaign petitioning congress for more dollars for breast cancer research. She also works in collaboration with Rite Aid Drugs for the Mother's Day Mammogram campaign in May that offers free or reduced cost mammograms to uninsured and underinsured women.

"Breast cancer is not just a women's issue. It's an issue for every person who loves or depends on someone who could fall victim to this illness," said Mrs. Patton.

For more information on women's health issues, visit the Web site of the Office of Women's Physical and Mental Health at <http://chs.state.ky.us/womenshealth>.

# Cash Paid for Your Ideas

By Ann Rose, Workforce Development Cabinet and Space Utilization Task Force

Many times the best solutions come from those who are most familiar with the daily operations of the workplace—the employees. One of the most important keys to maintaining efficient operations is to make use of this tremendous resource of experience and knowledge within your organization. Employees usually know before management when there is a problem or opportunity — and they always seem to come up with pretty innovative solutions.

In December 2001, Governor Patton assembled a group of state employees, known as the Space Utilization Task Force, to identify and develop solutions for inefficiencies in state government operations. To accomplish this, the workgroup has been investigating no cost and low cost saving options that reap net savings for the Commonwealth.

So far the group has identified the following suggestions:

1. Agencies with multiple field offices should consolidate within their individual agencies and with other agencies when possible. Agencies should consider regionalization when doing so is cost-effective and does not impede business processes.
2. Agencies should conserve energy, including turning off lights in offices and conference rooms when not in use; turning off computers and computer monitors when not in use; and restricting or banning the use of personal appliances (i.e. refrigerators, radios, space heaters).
3. Agencies should review property maintenance contracts to determine if services may be reduced or eliminated without adversely affecting productivity.
4. A clean-up day should be established by all agencies to optimize space usage and ensure prime space is not used for storage.
5. Employees traveling on state business should use state park accommodations in lieu of privately owned hotels/motels, when feasible.
6. State agencies should have access to a database of available state-owned or leased conference space. Finance will be coordinating the development of this database.
7. Agencies should audit telephone lines and metered services to ensure services are being properly charged and are not duplicative.

Now it is your turn to help. Through the Kentucky Employee Suggestion System, the administration and this workgroup challenge you to submit your ideas for cost-saving options. Share your ideas on improving the productivity and the services offered by state government agencies. Awards can range from a minimum of \$100 to 10 percent of the first year's documented or estimated savings, up to a maximum of \$2,500. One hundred dollars may be given for ideas that are adopted and have intangible savings.

Cash awards and special certificates are awarded for implementation of ideas resulting in cost reductions, cost avoidance or for ideas that would improve the operations of a process or program, improve public relations, safety or effectiveness of operations.

If you think you know of a way to make your work or state services more efficient, more economical, or safer, you can be recognized and rewarded for your good idea by submitting it through the Employee Suggestion System. Remember that the suggestions must be new ideas not previously submitted, implemented or currently under consideration.

To obtain the official suggestion form (P-35), contact your agency's ESS coordinator, or go to <http://kygovnet.state.ky.us/personnel/essinfo.htm>.

## New Web Address for Personnel Cabinet

The Personnel Cabinet has been working hard to keep up with the electronic times, and to make its Web site more helpful and easier to use. The site has a new address, <http://personnel.ky.gov>, effective immediately. (Note that there is no "www" in the address.) As when you move your family to a new address, you can still get your mail from your old address for awhile, but eventually you will have to use the new one. So bookmark the new address soon.

The homepage also has a different look. That's to meet the new standard look and feel with which all official state Web sites must now comply. All the information you usually access from the Personnel site is still there. It's just laid out in a different format. Personnel is always interested in suggestions from users of its Web site, and especially would like to know if you like the site's changes.

# Cabinet Comments

## Agriculture

♦ In his role as the President of the National Association of State Departments of Agriculture (NASDA), Kentucky Agriculture Commissioner Billy Ray Smith recently headed a delegation of U.S. agricultural leaders as they met with Canadian and Mexican counterparts May 15-17 in Nogales, Arizona.

The meeting included a one-day conference on bio-security, featuring addresses by U.S. Secretary of Agriculture Ann M. Veneman, Mexican Secretary of Agriculture Javier Usabiaga Arroyo, and other senior officials from the three NAFTA countries. Also featured were prominent private sector and academic specialists on border trade issues.

During the conference, delegates reviewed accomplishments of the bilateral working groups from the past year, and set plans for cooperative efforts over the coming year.

Commissioner Smith will host NASDA's annual convention this year, scheduled to take place Oct. 4-9 in Lexington.

## Kentucky State Police

♦ Gov. Paul Patton has appointed Pat Simpson, a veteran with almost 30 years of experience in law enforcement, as Commissioner of the Kentucky State Police. Simpson replaced Justice Cabinet Secretary Ishmon Burks, who was acting KSP Commissioner while serving in his newly appointed position as cabinet secretary. A Hindman native, Simpson attended Pikeville College and Eastern Kentucky University. He has three children, and he and his wife, Laura, currently live in Frankfort.

## Parks

♦ The newly renovated golf course at My Old Kentucky Home State Park in Bardstown has been officially named after long-time Bardstown resident, former legislator and current Kentucky State Park Commissioner, Kenny Rapier.

♦ Ron Vanover, the park naturalist at Jenny Wiley State Resort Park in Prestonsburg, is becoming a well-known entertainer. He recently sang a series of patriotic songs for the Local Rural Initiative Support Corporation's annual meeting, called "Stand Up for Rural America," in Washington, D. C. His invitation to perform at the event stemmed from a performance last fall, when Gov. Paul Patton invited him to sing at the Appalachian Regional Commission's annual conference in Prestonsburg. He also joined the Kentucky Opry, the troupe of performers based at Prestonsburg's Mountain Arts Center, last year.

## Public Protection

♦ Gov. Paul Patton appointed Janie Miller as Secretary of the Public Protection and Regulation Cabinet on April 25. In addition to her duties as Cabinet Secretary, she will continue to serve as Commissioner of the Department of Insurance, a position to which she was appointed in January 2001.

Secretary Miller has 24 years of experience in the development and administration of health care programs, both in the private and public sectors, and she is only the second female appointed by a Kentucky governor to the position of Insurance Commissioner.

## Transportation

♦ The westbound I-64 Shelby County rest area facility at Shelby County closed July 8. Transportation Cabinet employees have evaluated the state's rest areas and determined that financial resources are not available to rebuild or reconstruct all aging facilities throughout the state, and that the facilities were too closely spaced. Under a long range plan, a total of eight rest areas will be closed, but new, larger facilities will be built, and spacing between facilities will be improved.

# Employee Performance Evaluation Survey

By Johnny Keene, Personnel Cabinet

In the January 2002 issue of the *Commonwealth Communique*, a survey on the new employee performance evaluation system was made available to state employees. The purpose of the survey was to obtain employee input that may be used to help assess how the system is working, and identify needed improvements.

By May 10, a total of 638 employees had responded to the survey. The majority of employees who responded were from Central Kentucky. The next highest group of employees who responded were from Western Kentucky.

Survey findings revealed that over 85 percent of the employees who returned the survey had a performance plan meeting during January 2001. Over 80 percent of employees indicated their supervisor completed the required interim review meeting during April and August 2001. Finally, over 85 percent of employees indicated that a year end evaluation meeting with their supervisor occurred during January 2002.

These findings reflect that most supervisors are completing the evaluation process as required. Other survey results reveal that improvements may be needed, particularly in the areas of documenting performance, coaching and feedback, and performance expectations.

Of the 27,378 employees eligible for 2001 evaluations, our records show that 26,905 were rated. That's 98.6 percent.

We are pleased that agencies appear to be placing greater emphasis on employee performance in their workplace. All employees are encouraged to become involved in the evaluation process. The employee performance evaluation system can be a positive and rewarding benefit to any employee.

If you are interested in reviewing a detailed summary of the survey results you may visit the Personnel Cabinet's web site at <http://kygovnet.state.ky.us/personnel/empeval/evalalys.pdf>.

## Resource Directory

For more information on many topics in this issue, visit the following Web sites.

Deferred Compensation: [www.kentuckydcp.com](http://www.kentuckydcp.com)

Environmental Quality Commission: [www.kyeqc.net](http://www.kyeqc.net)

Higher Education Assistance Authority: [www.kheaa.com](http://www.kheaa.com)

Kentucky Housing Corporation: [www.kyhousing.org](http://www.kyhousing.org)

Kentucky State Fair: [www.kystatefair.org](http://www.kystatefair.org)

Personnel Cabinet: <http://personnel.ky.gov>

State Library Online Catalog: <http://kdla.kyvl.org>

Virtual University: <http://www.kyvu.org/index.html>

Women's Health: <http://chs.state.ky.us/womenshealth>

Workforce Development Cabinet: <http://www.kycwd.org>

Articles contained in this newsletter were submitted by respective agency information liaisons. To submit articles, contact your agency's liaison.

Comments and suggestions are always welcome. Call 502-564-3433 or 1-800-471-1753, or e-mail [MargaretA.Harney@mail.state.ky.us](mailto:MargaretA.Harney@mail.state.ky.us).

**Tina Johnson**  
*Executive Editor*

**Margaret Davis Harney**  
*Managing Editor*  
*Design Coordinator*

**Garry Redmon**  
*Title Design*

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